



**CAREERSOURCE CITRUS LEVY MARION
Executive Committee**

MINUTES

DATE: May 23, 2024
PLACE: 2703 NE 14th Street, Ocala, FL 34470
TIME: 9:00 a.m.

MEMBERS PRESENT

Al Jones
Brandon Whiteman
Carl Flanagan
Charles Harris
Fred Morgan
Jeff Chang
Pete Beasley

MEMBERS ABSENT

Kimberly Baxley

OTHER ATTENDEES

Rusty Skinner, CSCLM
Dale French, CSCLM
Iris Pozo, CSCLM

Cira Schnettler, CSCLM

CALL TO ORDER

The meeting was called to order by Brandon Whiteman, Chair, at 9:00 a.m.

ROLL CALL

Cira Schnettler called roll and a quorum was declared present.

APPROVAL OF MINUTES

Pete Beasley made a motion to approve the minutes from the March 29, 2024, meeting. Charles Harris seconded the motion. Motion carried.

DISCUSSION ITEM

State Update

Rusty Skinner will provide the State update at the next regular executive meeting

Workforce Issues Important to Our Community

No items were presented.

PUBLIC COMMENT

None

ACTION ITEMS

Staff Increases

Dale French presented the recommendation for staff compensation increases. Carl Flanagan made a motion to approve the increase for all non-contracted hourly and salaried staff at a rate of 5%. Charles Harris seconded the motion. Motion carried.

Ancillary Benefits

Dale French explained that there would be significant savings in the health care benefit renewal by transferring ancillary benefits to Florida Blue/US Able Life. Pete Beasley approved the transfer of ancillary benefits. Jeff Chang seconded the motion. Motion carried.

Benefits Renewal

Dale French reviewed the healthcare plan options and associated costs for the organization and the employee responsibility. The action sheet lists the employee contribution for bullets 3, 4 and 5. It was noted that the contribution should be bi-weekly instead of monthly as stated. A revised Action Sheet will be attached to these minutes. Fred Morgan approved the healthcare plan renewal. Pete Beasley seconded the motion. Motion carried.

PROJECT UPDATES

None

MATTERS FROM THE FLOOR

None

ADJOURNMENT

There being no further business, the meeting was adjourned at 9:25 a.m.

APPROVED: _____



RECORD OF ACTION/APPROVAL

**Executive Committee
Wednesday, May 23, 2024**

TOPIC/ISSUE:

Annual benefits renewal.

BACKGROUND:

The annual health insurance renewal is July 1, 2024. Renewal rates were received through Two-Twelve Benefits.

Florida Blue presented rates that average a 4.5% increase in comparison with PY23. The base contribution toward each employee's benefits will be increased from \$590.70 to \$620.17. This is approximately 5% increase in the employer funded part.

All plan costs over the baseline employer contribution amount will be paid by the employee. The baseline contribution amount is variable based on the premium increases and has been calculated to keep plan costs/value fair across all plans.

POINTS OF CONSIDERATION:

- In an effort to save cost this year Two-Twelve offered to bundle our Ancillary plans with Florida Blue & Florida Combined Life / USABLE.
- Moving the lines of coverage to FB and the impact of medical rates more than make up for the small increase in Ancillary lines of coverage. The initial increase was a 14.5% average increase over total premium.
- We will keep the same five Florida Blue health plans from last year.

STAFF RECOMMENDATIONS:

Our recommendation is that we contract with Florida Blue for the five (5) options listed below for program year 24-25:

1. 128/129 HSA –The monthly company share of the premium will be \$620.17. This plan will be used as the baseline employer contribution amount for the remaining plans. This plan will be offered at \$0.00 cost to the employee.
2. Blue Options 5302 – a PPO plan with a monthly rate of \$603.72. This plan will be offered at \$0.00 cost to the employee.
3. Blue Care 3566 – an PPO plan. We recommend the company pay the baseline amount of \$620.17. Biweekly employee contribution will be \$46.57.
4. Blue Care 47 – an HMO plan. We recommend the company pay the baseline amount of \$620.17. Biweekly employee contribution will be \$74.77.
5. Blue Options 60 – a HMO plan. We recommend the company pay the baseline amount of \$620.17. Biweekly employee contribution will be \$110.61.

COMMITTEE ACTION:

Fred Morgan approved the healthcare plan renewal. Pete Beasley seconded the motion. Motion carried.

BOARD ACTION: